

Proposed Recommendations for Consideration TELL Kentucky Working Conditions Initiative

Staff reviewed the results of the Kentucky Board of Education work session and summary of the statewide survey results to determine the following policy recommendations.

KBE Generated Work Session List	Draft Recommendations	*Action
TELL Kentucky Survey in State Budget		
<ul style="list-style-type: none"> Year one covers cost of survey administration; Year two provides funds for Persistently Low-Achieving Schools/Districts, professional development, and additional research. 	<ul style="list-style-type: none"> <i>Request funding to support the full implementation of the TELL Kentucky Working Conditions Survey including but not limited to biannual implementation with support and technical assistance to local districts.</i> 	P, B
<ul style="list-style-type: none"> Establish a statewide Advisory Board for oversight and recommendations from findings (include legislators). 	<ul style="list-style-type: none"> <i>Establish a statewide Advisory Board (Coalition of Partners) for oversight and recommendations from findings (include legislators).</i> 	P
Persistently Low-Achieving Schools/Districts		
<ul style="list-style-type: none"> Require use of survey results in accountability. 	<ul style="list-style-type: none"> <i>Propose regulatory language changes requiring the use of the TELL Kentucky Survey data as a source for school and district improvement planning.</i> 	R
Annual School Report Cards		
<ul style="list-style-type: none"> Include teacher turnover data. 	<ul style="list-style-type: none"> <i>Establish statewide participation rate goal with specific growth targets by 2015.</i> <i>Develop an accurate method that defines and collects teacher turnover data (research other state processes).</i> <i>By 2013, report teacher turnover data annually on school and district report cards with a link to the TELL Kentucky Survey results.</i> 	SP, P
Administrators		
<ul style="list-style-type: none"> Require use of the data as part of evaluation and a written summary of annual teacher turnover rates. (Superintendent/Principal) 	<ul style="list-style-type: none"> <i>Develop and include the use of TELL Kentucky Survey results in the principal professional growth and evaluation system.</i> <i>Collaborate with the Kentucky School Boards Association and the Kentucky Association of School Superintendents to develop and include how the TELL Kentucky Survey results can be used in superintendent evaluations.</i> 	P
<ul style="list-style-type: none"> Require instructional leadership preparation programs to include training on the use of the data in school improvement plans. 	<ul style="list-style-type: none"> <i>Incorporate the use of TELL Kentucky Survey data in instructional leadership preparation programs specifically addressing school planning and improvement initiatives.</i> 	P

State Standards for Teaching Conditions		
<ul style="list-style-type: none"> Develop standards for teaching conditions. (Standards for teaching conditions would define expectations for positive school culture and be developed around the eight teaching condition areas.) 	<ul style="list-style-type: none"> <i>Develop standards for teaching conditions. (Standards for teaching conditions would define expectations for positive school culture and be developed around the eight teaching condition areas.) Work collaboratively with EPSB and CPE to incorporate these standards in teacher and leadership preparation programs. (Review process from North Carolina - NC HB1151 and other states.)</i> 	P, R
State School Improvement Plans		
<ul style="list-style-type: none"> Require TELL Kentucky data to be used in school improvement plans. (Require use of data to address problems; whether it is a perception or a reality, it still needs to be addressed.) 	<ul style="list-style-type: none"> <i>Require TELL Kentucky data to be used in school and district improvement plans.</i> 	P, R
Revision of Policies on New Teacher Support (Planning Time)		
<ul style="list-style-type: none"> Support to new teachers 	<ul style="list-style-type: none"> <i>Collaborate with EPSB to incorporate the use of TELL Kentucky data in the Kentucky Teacher Internship Program (KTIP).</i> 	P, R

*Action Column Key: P = Policy recommendation
R = Regulation Change
D = Direction needed
B = Budgetary Item
SP= KBE Strategic Plan